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THE MICHIGAN Nurse

Official Organ of the Michigan State Nurses Association

VOLUME 29

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THE MICHIGAN NURSE

Official Organ of the
Michigan State Nurses Association
353 Hollister Building
Lansing 8, Michigan

President: Phyllis MacKay, Grand Rapids
1st Vice President: Sister M. Audrey, Lansing
2nd Vice President: Helene Buker, Lansing
Secretary: Joseph T. Melling, Ann Arbor
Treasurer: Evelyn C. Andersen, Detroit

Headquarters Staff: Hazel Gabrielson, R.N., *Executive Director*; Eleanor M. Tromp, R.N., *Assistant Executive Director*; Freeda Haynes, *Office Manager*.

COMMITTEE ON PUBLIC RELATIONS

Helen Brooks, Chairman

Mrs. Esther Bachman, Mrs. Christine Crenshaw, Mrs. Luella Delaney, Betty Evans, Madeline Heffron, Mrs. Frances Hopkins, Mrs. Lila Navin, Mrs. Muriel Pearse, Kathryn Robeson, Mrs. Henrietta Trenery, Mrs. Lottie Waterman, and Doris Wieskamp.

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Editorial

CONVENTIONS—ARE THEY WORTHWHILE?

My answer is an emphatic “yes.” I feel I have a right to answer the question because for a number of years following my graduation, I paid my dues but contributed nothing more to the support of “my” organization. Here’s what changed my mind—three years ago I was persuaded to work—actually work—on a sub-committee for the state convention. To my great surprise, and shame for not giving in when asked previously, I found other members were interesting to meet, to work with, and even more important, friendly to a newcomer.

Our MSNA is a large group of nurses trying to learn more, willing to help others learn, and working together to find the answers for the improvement of nurses and nursing.

Attending a state convention is one way of learning about the workings of “your” organization. Perhaps you feel you are not interested, it doesn’t do anything for you, your opinion means nothing in the total number, and so on. If this were true of every member, there would be no MSNA. Money alone does not keep any group functioning. The individuals are the ones who decide what any organization stands for, what progress it makes, how long it exists as a vital and growing concern, and what it contributes to the welfare of others.

A state convention can tell you some of the things your organization is doing. When it is time to vote on an issue, stand up and be counted on one side or the other of any and every proposal. Act in accordance with your own convictions and your opinions will be respected.

Suppose you are not active on the local level—perhaps the state convention will give you some ideas to improve your own local situation. It may also provide a stimulus for you as an individual through your local group to suggest improvements which will benefit the state organization.

We—the MSNA—have not achieved all we can as yet, but we are continuing to strive to improve. The old adage, “Hitch your wagon to a star” is still a good one if we add one other phrase—“but get behind and push”—all 7,438 of us.

—B.J.E.

OFFICIAL CALL

to the

1956 Convention**Michigan State Nurses Association****Olds Hotel, Lansing****October 17-19***"Working for Michigan's Health"*

This is a theme of cooperation and of working together, but even more a oneness in working for the attainment and understanding of our objectives. The Committee on Program has invited speakers to review the developments in process locally and nationally to inform us on what needs to be done.

Section meetings will provide opportunities for every member to discuss her current problems with fellow nurses who are doing the same kind of work. Be sure to bring your membership card, register according to your section, and be ready to participate in your group's activity.

Conventions mean work, but also they give us an opportunity to see old friends, and make new acquaintances and renew our enthusiasm which comes when people understand and work together for a great purpose. Arrange your work schedule now so that you can come and help make this convention a success.

We are happy to be meeting in Lansing for it affords you the opportunity to see your nursing association headquarters, the Michigan Board of Nursing offices, and to meet the staff members who work so diligently and tirelessly in your behalf.

The convention program is included in this issue in order that you may see which day's programs are most needful should it not be possible for you to attend all the meetings.

—Phyllis MacKay, President

HAVE YOU VOTED?

**MATURITY CARRIES THE PRIVILEGE,
RIGHT, AND OPPORTUNITY TO IN-
FORM YOURSELF AND TO VOTE FOR
CANDIDATES AS OFFICERS OF YOUR
ASSOCIATION MICHIGAN STATE**

**NURSES ASSOCIATION
IF YOU HAVE NOT
DO IT NOW
VOTE TODAY
VOTE!!!**

**LANSING—THE CAPITOL
CITY OF MICHIGAN**

To all MSNA Convention Goers! Welcome to Lansing!!

Some of you will be visiting Lansing for the first time, others will be returning after a long absence, while others have been frequent visitors. Whatever your situation, we welcome you to your state capitol city which is a growing community with a population of approximately 100,000 and East Lansing with about 20,000. Look around and see the points of interest in Lansing.

First and foremost is the State Capitol Building which is just across from the Hotel Olds. See the Senate and House of Representatives Chambers, the State Law Library, and other official offices. Within two blocks are the two state office buildings: the Lewis Cass and Stevens T. Mason (the Michigan Board of Nursing office is in the Stevens T. Mason Building).

Other points of interest—the beautiful Michigan State University campus, one of the most progressive and rapidly growing educational institutions in the United States with an enrollment of more than 18,000 . . . The Oldsmobile factory, world famed for its manufacturing and production . . . The Michigan Department of Health, one of the oldest state health agencies in the country . . . 13,000 acres of parks . . . 75 beautiful churches, representing 26 denominations . . . tours of television and radio studios . . . and the MSNA offices are some suggestions for you and are all nearby.

Because of its geographic position, Lansing is easily accessible by all modes of transportation. If you are unable to attend the convention, arrange to come to Lansing at some other time and make MSNA office one of the first places to be visited.

At the time of the MSNA convention, the fall coloring will be at its height. Some of the drives around the city will help you to be aware of its beauty. Again, welcome to Lansing!

MSNA CONVENTION GOERS

Those who plan to attend the MSNA convention in Lansing, Oct. 17-19, 1956 should arrange for their hotel accommodations as soon as possible. Write directly to Hotel Olds, Hotel Roosevelt, Hotel Porter, or YWCA.

ANNUAL REPORTS OF MICHIGAN STATE NURSES ASSOCIATION

REPORT OF PRESIDENT

Phyllis MacKay, President

It will be my pleasure to see some of you at our convention. There will be others of you who may not be able to attend the annual meeting and of course no one can attend all the sessions which will take place. It is important that all of our members should be informed of the year's activities our professional organization made possible by the efforts of many members. Sections and committee reports in this issue are called to your attention.

Officers and Board of Directors have held eight meetings in the past year. The Executive Committee has met three times. At this writing there are tentative plans for a meeting of the Coordinating Council prior to the convention. Plans for the 1956 convention are now complete. We have tried to think carefully on the many matters which have come before us and arrived at decisions for action in the way we believe you would have desired. Study of personnel policies and of retirement plans for our headquarters staff have continued, decision and action will be needed soon.

Sections—Our chairmen of the six sections will report for their groups about their activities. All sections have been busy studying functions, rules and making plans to initiate the recommendations from the action taken at the ANA convention.

Committees—An expression of appreciation and grateful thanks is in order to the many busy nurses who have served on the committees. Each committee has been faced with Problems peculiar to that area. Variety and type of action needed has involved a wide range as their specific reports indicate. *Volunteers to work on committees are always welcome.*

Districts—Regional meetings were inaugurated this year instead of the mid-year Advisory Council meeting. Nine meetings were held. The meetings were well attended for the most part, and there was active participation and discussion.

Michigan State Nurses Association and Michigan League for Nursing Coordinating Council and Committees—The Coordinating Council has not met but a meeting is scheduled prior

to the convention. Three of the joint committees were comprised of representatives from other health and welfare agencies also.

Headquarters Staff Services—Our staff at 353 Hollister Building has done an excellent job of visiting districts, conducting regional meetings, and in being alert to legislation which would affect nursing, notifying the Legislative Committee so that desirable support or opposition was provided; further development of the PC & PS program; releasing "Communiques" to your district presidents in order that our membership may be better informed on developments affecting Michigan nurses.

Florence Haldeman, our Public Relations Consultant, terminated her services with the Michigan State Nurses Association July 1, 1956. We are deeply grateful and appreciative to Miss Haldeman for her many fine contributions and loyal service.

I am happy to report that Eleanor M. Tromp has been appointed to fill the position of assistant executive director. Miss Tromp assumed her duties Aug. 1, 1956. Alvena Franzen has been appointed as Public Relations Consultant and will assume her duties Oct. 1, 1956.

Your president represented the association at the Economic Security Workshop in Madison, Wis., in December. In May 1956, the president attended the Advisory Council meeting in Chicago, which was held just prior to the ANA convention.

As president of the Michigan State Nurses Association, this past year has been a rich learning experience for me. I have appreciated your friendship and guidance, it is a wonderful feeling to have the support and helpfulness demonstrated by so many of you.

May I encourage all of you to participate in some way in the association's activities this coming year and find out for yourselves what a rewarding experience it can be.

We need you. Each one of us must carry her rightful share. As professional women, I am confident that you do recognize your responsibility and that the future will show your true understanding of these words,

"To serve is our privilege,

To find the way, our Responsibility."

REPORT OF TREASURER

Evelyn Andersen

	Estimated Income 1956	Actual Receipts as of 7-31-56
Dues—MSNA (7,000 active members \$8.25)	\$57,750.00	\$57,918.80
(400 associate members \$1.50)	600.00	675.00
Interest Earned ..	298.00	67.80
Advertising— Michigan Nurse	1,800.00	963.25
Annual Convention	4,000.00	84.50
MSSNA Clerical Service	150.00	150.00
Subscriptions— Michigan Nurse		18.00
Head Nurse Conference 4-27-56		282.00
	<u>\$64,598.00</u>	<u>\$60,159.35</u>

	Estimated Disbursements 1956	Actual Disbursements as of 7-31-56
Investment— U.S. Government Bonds	\$ 250.00	\$ 216.00
Salaries	32,815.00	16,935.60
FICA (Social Security)	492.70	338.60
Travel— Headquarters Staff	1,300.00	588.27
Office Supplies ..	1,250.00	658.31
Postage	1,650.00	1,177.65
Office Equipment.	350.00	9.96
Office Rent	4,200.00	2,450.00
Telephone & Telegraph	1,250.00	705.54

MSNA Board of Directors	750.00	268.13
MSNA Advisory Council	900.00	20.00
MSNA Sections:..		
Private Duty Nurses	475.00	166.18
General Duty Nurses	475.00	155.09
Public Health Nurses	475.00	184.56
EACT	475.00	101.70
INSA	475.00	188.94
Special Groups ..	475.00	217.38
MSNA Committees	1,000.00	1,262.40
Constitution & Bylaws		\$114.25)
Finance		72.34)
Legislation		496.86)
Membership		152.08)
Nominations		86.51)
Program		135.92)
Public Relations.		156.84)
Security & Retirement		41.25)
FS & Q		6.35)
MSNA Legal		
Counsel	1,300.00	373.10
Auditor	175.00	165.25
Printing	2,500.00	920.53
Michigan Nurse..	6,700.00	3,138.05
Advertising		37.85
Discount		5.00
Subscriptions	7.00	—
Insurance	58.87	—
Association		
Membership	110.00	105.00
Annual Convention	3,400.00	—
Coordinating Council	150.00	65.57
Employment Taxes —Michigan & Federal	237.00	404.35
Delegates—ANA Convention	900.00	715.00
	<u>\$64,595.57</u>	<u>\$31,574.01</u>

REPORT OF SECRETARY

Joseph Melling, Secretary

The secretary has attended and recorded the minutes of the eight Board of Directors meetings.

MSNA programs have been carried forward by the Board of Directors, approving activities of the various standing and special committees plus the section functions.

The Board:

Elected Helene Buker, Lansing, as second vice president of the association.

Appointed the chairmen and committee members for 1956.

....Joseph Melling as representative to the Michigan Health Council, and Helen Brooks as alternate.

Approved formation of an O.R. Conference Group (inter-sectional) on a state level.

....formation of the Head Nurse Conference Group.

....the recommendation from the General Duty Section: that it recommend to the Committee on Constitution and Bylaws that a House of Delegates be established for future state conventions in the same manner as chosen for the ANA conventions, but with a ratio of one delegate for each 50 members or a major portion thereof.

....the Agreement for Action which was reached at the Sept. 26, 1955 Legislative Conference on the Psychiatric Aide Program.

....the agenda and meeting dates of the Regional Meetings for District Officers.

....the 1956 MSNA budget.

....the following recommendations submitted by the Finance Committee: that a financial policy be established whereby money received from section activities be added to that section's budget for the current year, with the understanding that any surplus at the end of the fiscal year would revert to the MSNA general fund; that a committee be assigned to annually review the personnel policies of the headquarters staff, which is to be done prior to the budget planning meeting of the Committee on Finance.

....the recommendation of the Permanent Conference Committee that a meeting on Total Rehabilitation be held sometime during the coming year and that MSNA be one of the co-sponsors.

....the following recommendation submitted by the Committee on Legislation: to approve and actively support the Department of Health's request for funds for Civil Defense from the legislature; that representatives from the MSNA Committee on Legislation meet with the representatives from the Michigan Practical Nurses Association and the Psychiatric Attendant Nurses Association of Michigan to begin intergroup planning for future legislation.

....the following recommendations from the Committee on Membership: a letter to be sent to all nursing directors and agencies asking them to stimulate membership in the MSNA; to make a "Drop Out" survey again this year; to make suggestions through a special communique to the districts on how to stimulate membership through various promotional devices.

....the following recommendations from the Committee on Public Relations that: at the MSNA convention, a separate press room and staff be a permanent part of convention arrangements; "Convention News" be limited to one issue to be distributed on the second day, all announcements to be placed on a bulletin board; and in the selection of the "Nurse of the Year" award winner, a code identification

to be used, and the final selection be made by the members of the Advisory Council and State Committee on Public Relations.

Authorized the purchase of three (3) \$100.00 U. S. Bonds as allocated in the 1956 budget.

....the investigation of the success of the membership drives with incentives in Illinois and Minnesota State Nurses Associations.

....the consideration of an increase in MSNA dues.

....the MSNA president, executive director and either the chairman of the Committee on Legislation or the Committee on Public Relations to be designated Michigan's three delegates-at-large to the ANA convention.

....the Committee on Legislation to plan and carry out with the Michigan Practical Nurses Association and the Psychiatric Attendant Nurses Association of Michigan a joint educational program of the respective memberships on pending legislation regarding the licensure of psychiatric attendant nurses.

....the Committee on Legislation to proceed with the study and preparation of the necessary amendments to the Nurse Practice Act.

....the respective state committees to proceed with plans for a conference to be held on Sept. 12, 1956, in East Lansing, for the chairmen of the Committees on Legislation, Membership, and Public Relations of district associations.

....a study to be made of the Evaluation Forms returned from the 1955 MSNA convention by the Public Relations Department at Michigan State University, East Lansing.

The resignation of Florence E. Haldeman, R.N., Public Relations Consultant, MSNA, was accepted, with regret, as of July 1, 1956.

REPORT OF MSNA EXECUTIVE STAFF

This report covers the period of time from Sept. 1, 1955 to July 31, 1956. Attention is called to the fact that this is only an eleven-month period in order to be ready for publication in the September issue of the MICHIGAN NURSE.

It is indeed gratifying to be able to report an increase in the MSNA membership in 1956. This indicates that nurses are increasingly

aware of their need for identification in organized professional nursing. Through this channel, nurses have official voice and can participate in association activities. With an increasing membership, it means there is need for increased service on the part of the MSNA office.

The statistical data which follows gives some indication of the work-load in the state office. It does not, however, reveal the work that is done prior to and following the various meetings, nor does it reveal the many other miscellaneous activities which cannot be tabulated.

Meetings attended by professional personnel:

MSNA Executive Committee	2
" Board of Directors	8
" Advisory Council	1
" Committees	47
" Special Committees	12
" Section Committees	44
Coordinating Council and Committees	7
Other Conferences, Workshops and Special Meetings	17
MSSNA Board of Directors and Committees	7

In addition to the above, many district visits were made and nine (9) Regional Meetings were held for district officers. The office staff members represented MSNA in various other ways.

Record of incoming and outgoing mail was tabulated as follows:

Incoming mail—total of 14,206 pieces	
Outgoing mail—	
MICHIGAN NURSE (9 issues)	69,450 copies
Other mailings	40,426 pieces

During the past year, MSNA office personnel has participated actively in the legislative work. Because of increased legislation which affects nurses and nursing, there is need for constant alertness on our part. Much time has been spent in the work of the proposed amendments to the Michigan Nurse Practice Act which is very exacting.

The Professional Counseling and Placement Service program which was started in 1955 has

continued, and is a growing service. It is expanding to the extent now, where it will be requiring more time by office personnel. Many nurses are taking advantage of the opportunities offered through this program.

MSNA office personnel attended an Economic Security Workshop sponsored by ANA; a National Conference in Civil Defense; a conference for state PC & PS counselors and the ANA convention. All of those meetings help to bring the work of the professional association in closer perspective.

The professional personnel continue to be available to the membership to help interpret the association activities. Some of the ways this is accomplished is by district visits, regional meetings with district officers, and visits to schools of nursing. There are various other means by which assistance can be given to the members, and all are encouraged to contact the office for guidance.

SECTION REPORTS

EACT (*Educational Administrators, Consultants and Teachers*)

As we look to our record for the year 1956, we see an increase in membership. In 1955, there were 441 active members in this section; and as of July 31, 1956 there are 496 active and 20 associate making a total of 516. We hope this is an indication that some of the vacancies in faculty positions are being filled because we know that all faculty personnel are eager to be members of the professional organizations.

Numbers are a strong force in strengthening an organization, but equally important is the whole-hearted effort of all who diligently work for the organization.

Our committees are deserving of recognition and our Program Committee is planning, in cooperation with the INSA Section, a fine meeting for the convention. The topic is, "The Role of Nursing Education and Nursing Service to Meet Patient Needs."

We hope to see you all in Lansing, our convention city, this year to visit, compare notes, and to hear the discussions.

—Mrs Ethel MacLennan, Chairman

The Nominating Committee presents the following section ballot:

Chairman:

Mrs. Elizabeth Vigeant, Muskegon
Waunda-Mae Wyndle, Grand Rapids

Second Vice Chairman:

Marcia Batts, Grand Rapids
Arlene Putt, Chelsea

Member-at-Large:

Kathryn Oosting, Grand Rapids
Lois Torgeson, Ann Arbor

Committee on Nominations:

Johanna Kromminga (incumbent), Grand Rapids
Mrs. Ruth McLin, Flint
Mrs. Kathleen Putnam, Northport
Mrs. Mary Sykes, Detroit
Mrs. Phyllis Townsend, Lansing
Jantine Vanderwal, Muskegon

GDN (General Duty Nurses)

Another year has passed, another convention is almost here, and yearly reports are due again.

The MSNA General Duty Nurses Section has 2,738 members as of July 1956, the largest section in Michigan. We should have a large attendance at the October convention.

Immediately after the convention last fall, the Executive Committee met for the purpose of planning the yearly budget, selecting committees, and to discuss the plans for the year.

In June, the committee met again to review and revise the "Recommended Personnel Policies for General Duty Nurses." The revised policies will be presented to the section at the annual meeting.

A letter of resignation from the first vice chairman, Mrs. Maybelle Etienne, was received. Mrs. Barbara Pougnet, second vice chairman, became first vice chairman, according to the Section Rules. It was voted to ask Mrs. Ruth Claes of Bay City to serve as second vice chairman for the completion of the term, which ends in October 1956. Mrs. Claes accepted the office.

The Rules Committee, with Mrs. Bernice Michael as chairman, met to revise the rules to conform with the ANA General Duty Section Rules. The revised rules will be presented for decision at the annual meeting on Oct. 18, 1956.

The Program Committee, with Mrs. Barbara Pougnet as chairman, met twice. One meeting was a joint meeting with the Private Duty Section Program Committee. A joint program is planned for the convention.

The FS & Q Committee will meet in September. Your chairman and 14 members of the General Duty Section attended the ANA convention in Chicago in May. The proposed statement of FS & Q for practice for general duty nurses was approved and accepted.

Head nurses at the ANA convention approved the functions of the head nurse as presented and voted to form a branch within the General Duty Section. Under existing rules, head nurses may still belong to the INSA Section if they prefer to do so.

To the general duty nurses of the MSNA and especially to the officers and the nurses who have served on committees, I wish to express my appreciation and thanks for the support and assistance you have given me during the past three years.

—Mrs. Mabel Cooley, Chairman

The Nominating Committee presents the following section ballot:

Chairman:

Evelyn Andersen, Detroit
Donna Baukus, Saginaw

Second Vice Chairman:

Mrs. Shirley Bernthal, Ann Arbor
Mrs. Ruth Claes, Bay City

Member-at-Large:

Mrs. Martina DeBoe, Grand Rapids
Mrs. Frieda Knisely, East Lansing

Committee on Nominations:

Mrs. Marie Bicknell, Battle Creek
Jennie DeBoer, Holland
Mrs. Theresa Dixon (incumbent), Detroit
Margaret Dunn (incumbent), Port Huron
Rea Johnson, Merrill
Mrs. Leona LaLonde, Saginaw

INSA (Institutional Nursing Service Administrators)

As we draw to the end of another year, we find that our membership has increased by 45 active members and a number of associate members.

It should be an encouragement to the section membership to see the interest that is being maintained by the head nurse members of this section. This was evidenced by the splendid attendance at the conference for head nurses which was held Apr. 27, 1956 in Lansing. The head nurses asked for more conferences in order to give them the opportunity to meet together to help identify their status and improve their work. Every effort should be made by both the General Duty and INSA Sections to provide plans for programs of interest for this group.

Minor revisions to section rules to meet the changes made in national rules have been prepared by the Rules Committee. These will be distributed at the convention for action by the membership.

Also being submitted for approval are recommended personnel policies. These are the outcome of many arduous hours of work by the committee.

The Program Committee has, in cooperation with the respective committee of the EACT Section, planned a joint program of the two sections on the subject of "The Role of Nursing Education and Nursing Service to Meet Patient Needs."

We shall look forward to seeing all of you in Lansing in October.

—Dolores Keyser, Chairman

The Nominating Committee submits the following section ballot:

Chairman:

Verlie Ziegler, Dearborn
Mary Weinschreider, Flint

Second Vice Chairman:

Kathryn Groenevelt, Holland
Mrs. Mary Van Hetloo, Grand Rapids

Member-at-Large:

Dorothy Donnelly, Battle Creek
Mrs. Agnes Lince, Yale

Committee on Nominations:

Mary Cowan, Port Huron
Mrs. Pauline Dwyer, Newberry
Lillian Lind, Detroit
Margaret Loessel (incumbent), Midland
Elizabeth Stakeley (incumbent), Battle Creek
Mrs. Sayra Thompson, Muskegon

PDN (*Private Duty Nurses*)

The Executive Committee has held two meetings—one in December 1955 to select committee members and plan for the coming year; another in February 1956 to select names to submit to the PDN membership for ANA delegates. Each of the seven delegates received \$100.00 from the Private Duty Section Delegate Fund towards convention expenses.

The Program Committee—Mrs. Grace Dawson, chairman, has held two meetings. The last one was a meeting with the General Duty Nurses Section Program Committee to plan a joint program for the MSNA convention, and to make plans for a joint conference to be held early in 1957.

Arrangements have been made for two PDN Section business meetings this year at the MSNA convention.

The Committee on Rules—Mrs. Bernice Smith, chairman, met to review the state rules and the revised rules from the ANA convention. Revisions will be submitted at the state PDN Section meeting.

The FS & Q Committee, Mrs. Alta Michaels, chairman, met and reviewed in 1955 all communications received from ANA for the practice of PD nursing. Suggestions and comments were forwarded to ANA as requested. Plans are being made for a meeting of this committee in September.

Communications from many states have been received regarding statewide fees and statement forms. The ANA PD Section recommends statewide fees but this has not as yet been accepted by the Michigan PDN Section.

Personnel policies will be reviewed.

At the ANA convention it was emphasized that chairmen of state PDN Sections and other PD nurses should serve on state Registry Committees.

You will notice that our section name remains the same in spite of considerable discussion at the ANA convention concerning changing it to "Private Practice Nurses Section."

The chairman wishes to thank Hazel Gabrielson and her staff for their assistance and cooperation during the past year, and also the Executive Committee PDN Section and PD nurses.

—Mary E. Bird, Chairman

The Committee on Nominations submits the following section ballot:

Chairman:

Mrs. Jacquelyn Smith, Ann Arbor
Velma Tobin, East Lansing

Second Vice Chairman:

Mrs. Rhea Kemp, Detroit
Mrs. Esther Rector, Okemos

Member-at-Large:

Mrs. Agnes Anderson, Moon Lake
Mrs. Jessie Reid, Port Huron

Committee on Nominations:

Mrs. Lutrelle Abney (incumbent), Detroit
Mrs. Laura Allen, Battle Creek
Lois Duff, Saginaw
Emma Kuehn, Muskegon
Mrs. M. Bernice Smith, Lansing
Mrs. Cora Ten Brink, Ann Arbor

PHN (*Public Health Nurses*)

Again this year, the core of activities centered in the work of the various section committees. For some committees they will have

completed their objectives—for others, work will just have started.

Since the ANA biennial, the Rules Committee has met to bring up to date, the state PHN Section Rules to conform with changes voted upon at the ANA convention. These will be ready for distribution this fall.

The Personnel Practices Committee met shortly before the writing of this report and has made many suggestions for changes in the personnel practices booklet. Many areas pertaining to personnel practices have concerned the section Executive Committee. Two of these are the action of the Municipal League in certain localities in Michigan, and transportation for public health nurses. Revision of personnel practices is a large endeavor, involving more than representatives of the nursing profession. The committee believes that continuous and serious consideration should be given personnel practices at all times.

The FS & Q Committee has met once and is concerned with the implementation of the functions, standards and qualifications for public health nurses. Nurse members have received either the long or short form of the revised FS & Q statements from ANA. The committee knows there is further need for distribution and interpretation to other individuals, organizations, and agencies.

The Program Committee has met to plan for the annual meeting. At this time, they are developing a program for public health nurses in the area of mental health, which we believe will be of interest to each of you.

The Executive Committee has held two meetings and hopes to meet again before the close of this business year. An invitation has been extended to the Department of Public Health Nursing, MLN, to meet jointly, believing there are many areas of common interest. The section has endeavored to keep district sections better informed of its activities and have sent to them copies of minutes of meetings and materials of interest to them. There are now five district Public Health Sections: Detroit, Oakland, Flint, Muskegon, and Washtenaw. We look forward to the organization of other district sections.

At the last annual meeting, reference was made to the school nurses in Michigan as to their membership in MSNA and their identi-

fication in the Public Health Section. After conferring with the MSNA Membership Committee chairman, the school nurses in Michigan were polled. A letter was sent to the members inquiring if they felt there is further work to be done in defining FS & Q for school nurses. Another letter was sent to school nurses who are not members of the association, spelling out the advantages of membership. At the present time there are 130 school nurses and of these 59 are members of MSNA.

The chairman extends her appreciation to the committee chairmen and their members for their untiring efforts and support.

She also wishes to thank the members of the Executive Committee and the staff of the headquarters office for their exceptional assistance.

—Josephine Brown, Chairman

The Nominating Committee submits the following report:

Chairman:

Ann Conley, Detroit
Mrs. Gertrude Hoogewind, Grand Rapids

Second Vice Chairman:

Mrs. Vivian Keller, Flint
Elizabeth Vanden Bossche, Kalamazoo

Member-at-Large:

Mildred Cardwell (incumbent), Lansing
Mrs. Mary Gray, Kingsford

Committee on Nominations:

Mrs. Mary Finnon, Dearborn
Doris Hallock, East Lansing
Madeline Heffron (incumbent), Battle Creek
Victoria Sendek (incumbent), Ironwood
Lillian Upham, Flint
Ruth Wickstrom, Highland Park

SG (*Special Groups*)

The Special Groups Section has continued to develop conference groups within its potential organization possibilities. Membership within this section has continued to grow and a desire for continuing and expanding into conference groups has been demonstrated.

This section is the fourth largest within the state association in membership. As of July 31, 1956, it was 955 which represents 12.8 per cent of the total MSNA membership.

This section has plans under way for regional business meetings in September. The Executive Committee has met three times during the past year. The Conference Group for Registrars has held two executive meetings and one general meeting. The Industrial Nurses Conference Group has held two executive

committee meetings and one general meeting. Plans are underway for this conference group to have a joint meeting with the Indiana Industrial Nurses Conference Group which is a part of the Indiana State Nurses Association.

The Office Nurse Group has held two executive committee meetings. There is immediate need for further reorganization of the office nurse group so that this occupational group will be able to keep pace with the rapid development in other states and especially on the national level. It is hoped that by the 1958 ANA biennial, the Michigan office nurses will be well enough organized to take their place among the states so that the national section will become a reality.

The Rules Committee has held one meeting and will submit the proposed revisions at the section annual meeting on Oct. 18, 1956.

—Mrs. Thelma Brewington, *Chairman*

The Nominating Committee submits the following ballot:

Chairman:

Mrs. Thelma Brewington (incumbent), Detroit
Marion Mills, Ferndale

Second Vice Chairman:

Dorothy Drolett, Lansing
Bernelda Winebrenner (incumbent), Jonesville

Member-at-Large:

Marilyn Millard, Grand Rapids
Mrs. Doris Passow (incumbent), Saginaw

Committee on Nominations:

Mrs. Mary Byers, St. Clair Shores
Mrs. Elma Creutz (incumbent), Detroit
Mrs. Joyce Dutcher, Portland
Mrs. Frances Ferris, Curtis
Beatrice Hoban (incumbent), Ann Arbor
Gemma Maddalena (incumbent), Battle Creek

COMMITTEE REPORTS

ARRANGEMENTS

The committee held one meeting in Lansing in June. At this time the convention committee and members of the five sub-committees (Decorations, Exhibits, Hostesses, Monitors, and Registration) were chosen.

Sub-committee members have received copies of their duties. Meetings are scheduled for Sept. 6 at MSNA headquarters for chairmen and co-chairmen; and on Sept. 27, the entire Arrangements Committee will meet at Hotel Olds. The members of this committee have been very enthusiastic and cooperative and as a result of their interest and activity the convention promises to be a real success.

Since this convention is being held in Lansing, the state capitol, we urge all who can attend to visit the Capitol Building, the Senate and House Chambers, the state office buildings, the Michigan Board of Nursing office, and the Michigan State Nurses Association office. See the convention program and the convention announcements for further information. We welcome you to Lansing!

—Mrs. Dorothy K. C. Reeser, *Chairman*

Ruth Blakeley	Sister Mary Audrey
Loneta Densmore	Mrs. Bernice Smith
Nancy McMurray	Barbara Wilcox
Lillian Rush	

CONSTITUTION AND BYLAWS

This eight member committee held three meetings, at which times we reviewed 23 sets of district constitution and bylaws. It was an interesting job because some districts have specific problems for their areas and methods of handling them were varied. Most districts followed the suggested model form and did a very good job of preparing their bylaws for review. The committee feels this makes for some uniformity throughout the state.

The present MSNA constitution and bylaws were also reviewed and the only change provided for was at the suggestion of the Finance Committee. This was in Article IV, Section 1, regarding the amount of dues to be collected by the Michigan State Nurses Association. Two possible plans will be submitted to the membership for approval. The committee also compiled a list of possible changes to the MSNA constitution and bylaws for future consideration.

—Ellen Matthews, *Chairman*

Mrs. Hanna Burns	Mrs. Marion Schaff
Mrs. Juanita Clyde	Mrs. Dorothy Shaffer
Alvena Franzen	Marion Weigand

FINANCE

The Finance Committee met twice this year. In June, we met to review the budget and make revisions as necessary. In July, we met to plan the program and to estimate the increase needed to finance the present and expanding activities.

If it is the desire of the MSNA members to meet our present costs as well as to enlarge the scope of our activities, as we are sure it is, more funds are needed. These funds must come from the members of our association who

(Continued on Page 115)

MICHIGAN STATE NURSES ASSOCIATION

LANSING, MICHIGAN

THEME: "WORKING TOGETHER"

Tuesday, Oct. 16

2:00-5:00 P.M.—MSNA ADVISORY COUNCIL MEETING

7:00 P.M. MSNA BOARD OF DIRECTORS

Wednesday, Oct. 17

9:00-11:30 A.M.—MSNA OPENING BUSINESS MEETING

Reports of MSNA Sections

Reports of Committees

Revision of MSNA Bylaws

2:30-4:45 P.M.—MSNA PROGRAM MEETING

Topic: "The Responsibility of Professional Nurses in the Mental Health Program in Michigan"

Speakers: V. A. Stehman, M.D., Medical Director, Michigan Department of Mental Health

Frances Lenahan, R.N., Nursing Consultant, Massachusetts Department of Mental Health

Listening Panel:

Mildred Gottdank, R.N., Wayne University College of Nursing, Detroit

Edith Morgan, R.N., University of Michigan, Ann Arbor

Mrs. Rona Whelan, R.N., Michigan Department of Health, Lansing

Mr. Luther Christman, R.N., Michigan Department of Mental Health, Lansing

5:00-6:30 P.M.—HEAD NURSES CONFERENCE GROUP

Business Meeting

6:00-8:00 P.M.—DINNER—OPERATING ROOM NURSES CONFERENCE GROUP

Organizational Meeting

6:30-8:15 P.M.—PRIVATE DUTY SECTION Business Meeting

8:15 P.M.—MSNA PROGRAM (Open to the public)

Music: M.S.U. Choral Group

Topic: "The Community—The Nurse—and Good Health"

Speaker: Harald M. Graning, M.D., Medical Director, Region V, USPHS

Thursday, Oct. 18

9:00-11:30 A.M.—SECTION BUSINESS MEETINGS

Educational Administrators, Consultants and Teachers

General Duty Nurses

Institutional Nursing Service Administrators

Private Duty Nurses

Public Health Nurses

Special Groups

Reports of committees of all sections

Revision or rules of all sections

12:15-2:15—LUNCHEON: SPECIAL GROUPS SECTION

Topic: "The Professional Nurse in the Community."

Speaker: Mrs. Marjorie Thompson, Assistant Executive Vice-President, United Foundations, Detroit

12:15-2:15—LUNCHEON: EACT AND INSURANCE SECTIONS

Topic: "Management's Responsibility in Meeting Service Needs"

SPECIAL ANNOUNCEMENTS

1. Convention Headquarters, registration, and the Hotel Olds. Some meetings will be held at the YWCA.
2. The registration desk will be open Thursday, Oct. 17-18, 8:00 A.M. to 5:00 P.M. For general information, inquire at the desk. "Hostess" badges. Lost articles should be turned in.
3. Registration fee is \$4.00. A fee of \$2.00 for non-members' registration fee will be \$2.00. Foreign nurse visitors and guests will have a \$2.00 fee. After 5:00 P.M., the program is open to the public. Admission will be granted upon presentation of membership card!
4. Business meetings of the sections are open to all. Sessions and program sessions are open to all.
5. Purchase your luncheon and dinner tickets at the registration desk.
6. Convention Office will be in Parlor D and E of the Hotel Olds. These offices will be open 8:00 A.M. to 5:00 P.M. daily.
7. Exhibits will be open 9:00 A.M. to 5:00 P.M. daily and from 9:00 A.M. to 2:00 P.M. on Thursday, Oct. 18.
8. All are encouraged to visit, 1) MSNA Nursing Office—148 Stevens T. Mason Chambers. Special tours are not arranged. 2) 5:00 P.M.

ION CONVENTION PROGRAM

CHIGAN'S HEALTH"

OCTOBER 17, 18, 19, 1956

Speakers: Mrs. Florence Weeman, Personnel Relations Assistant, and Mr. Emerson Ohl, Area Manager, Michigan Bell Telephone Company

30-4:30—SECTION PROGRAM MEETINGS EDUCATIONAL ADMINISTRATORS CONSULTANTS AND TEACHERS AND INSTITUTIONAL NURSING SERVICE ADMINISTRATORS

Topic: "The Role of Nursing Education and Nursing Service in Meeting Patient Needs"

Participants:

Faustena Blaisdell, R.N., Wayne University College of Nursing, Detroit
Marcia Aitkens, R.N., Butterworth Hospital, Grand Rapids
Bessie Oakes, R.N., Community Hospital, Mount Pleasant
George E. Cartmill, Director, Harper Hospital, Detroit

STATE CONVENTION

the meetings are scheduled to be held at the Hotel Roosevelt, Porter Hotel, and

Oct. 16, 4:00 to 8:00 P.M., Wednesday and on Friday, Oct. 19, 8:00 A.M. to 2:00 P.M. For registration desk or contact those wearing the badge and called for at the registration desk.

Charged to those attending one day only. \$3.00 for those attending one day only. Registration fee. Wednesday, Oct. 17, at 8:15 P.M. business meetings and other program sessions, and the convention badge. Bring your MSNA membership badge.

Members only, unless otherwise voted. Lunch-charge included.

time you register.

Room will be Parlor B on the Club Floor of the Hotel Roosevelt, Porter Hotel, and on Friday, Oct. 19, 8:00 P.M. daily. Secretarial service is available.

on Wednesday and Thursday, Oct. 17-18, and on Friday, Oct. 19.

3 Hollister Building, 2) Michigan Board of Nursing, 3) State Capitol Building, Senate and House chambers. Reservations can be made daily from 8:00 A.M. to 5:00 P.M.

GENERAL DUTY AND PRIVATE DUTY
Topic: "Isotopes as an Integral Part of Medicine and Nursing"

Speakers: Henrietta Corrigan Hayden, Ph.D., Harper Hospital Staff, Detroit
Patricia Richardson, R.N., Harper School of Nursing Faculty, Detroit

PUBLIC HEALTH NURSES

Topic: "Growth as Related to Building Emotional Health"

Speaker: Ivan C. Berlein, M.D., Consultant to Lafayette Clinic, Detroit

SPECIAL GROUPS SECTION CONFERENCE GROUPS

Office Nurses—Business Meeting

Registrars—Business Meeting

3:00-5:00 P.M.—TEA: Office of the Michigan Board of Nursing, Stevens T. Mason Bldg.
Hostesses: Lansing District Nurses Association and Board of Nursing Office Staff

6:30 P.M.—MSNA BANQUET

Introduction of Special Guests

Music: Michigan State University Harpist
Award: "Michigan Nurse of the Year"

Topic: "The Role of Education in Society Today"

Speaker: Thomas Hamilton, Ph.D., Vice President, Michigan State University, East Lansing

Friday, Oct. 19

9:00 A.M.—MSNA PROGRAM MEETING

Topic: "The Importance of Research in Nursing"

Speakers: Helen Bunge, R.N., Teachers College, Columbia University, New York, New York
Mildred Tuttle, R.N., Kellogg Foundation

2:30-4:30 P.M.—MSNA CLOSING BUSINESS MEETING

Reports of Committees—to be completed
Report of Tellers

Introduction of New Officers

4:30 P.M.—MSNA BOARD OF DIRECTORS MEETING

Saturday, Oct. 20

9:30-12:00 Noon—INDUSTRIAL NURSES CONFERENCE GROUP

Business and Program Meeting
Luncheon

MICHIGAN STATE STUDENT NURSES ASSOCIATION CONVENTION PROGRAM

OCTOBER 17, 18, 19, 1956

Wednesday, Oct. 17

9:00-11:30 A.M.—OPENING BUSINESS MEETING

Keynote Speaker: Marcia J. Aitkens, R.N., Director of Nursing, Butterworth Hospital, Grand Rapids

2:30-4:30 P.M.—ATTEND MSNA PROGRAM ON MENTAL HEALTH

4:30-5:30 P.M.—RECEPTION FOR ALL STUDENT NURSES

8:15 P.M.—ATTEND MSNA PROGRAM

Thursday, Oct. 18—UNIFORM DAY

9:00-11:30 A.M.—BUSINESS MEETING

12:00-2:00 P.M.—LUNCHEON

"Student Nurse of the Year" Award

2:15-3:30 P.M.—PANEL DISCUSSION

Topic: "Why A Student Nurses Organization"

3:00-5:00 P.M.—TEA: Michigan Board of Nursing, Stevens T. Mason Building
Hostesses: Lansing District Nurses Association

Board of Nursing Office Staff

6:30 P.M.—ATTEND MSNA BANQUET

Friday, Oct. 19

9:00-11:30 A.M.—ATTEND MSNA PROGRAM

2:30-4:30 P.M.—CLOSING BUSINESS MEETING

Election of Officers

Report of Tellers

Declaration of Election

STUDENT CORNER

Since our state convention held in Grand Rapids, October 1955, the Michigan State Student Nurses Association Board of Directors has met four times. During these meetings your state officers, advisors, and the presidents of your districts have carried out business essential to the continued functioning of your association.

The Constitution and Bylaws Committee has been reviewing constitutions and bylaws that are sent in by the districts, in order that they

might comply with those of the state and national student associations. Along with this we are also attempting to standardize the district annual meeting dates so that all district officers will take office at approximately the same time, thus aiding state and district communications and association activities.

Your Publicity Committee chairman has attempted to keep you abreast of MSSNA and district events via the "Student Corner" in the MICHIGAN NURSE. This committee is also planning to publish a newsletter containing more detailed information to every member of MSSNA.

The Program Committee is primarily concerned with planning your state convention which will be held in Lansing on Oct. 17-18-19, 1956. The House of Delegates, instituted by an amendment to the bylaws at the last convention, will be the voting body at this state meeting. A keynote speech, two panel discussions, and the traditional "uniform day" are planned to help make this convention a worthwhile and enjoyable experience.

This year a special committee composed of faculty members and state advisors was appointed to develop criteria for the selection of the "Student Nurse of the Year" award. The criteria was approved by your Board of Directors and copies have been sent to the schools of nursing. Each school may submit one candidate and it is hoped that a student-faculty committee will select the candidate from each school. Candidates will be listed by number and the "Student Nurse of the Year" will be selected by an MSSNA committee and the Board of Directors.

I am pleased to report that MSSNA has contributed \$150.00 to the Care Book Program this year. This money has been sent through Care to countries where nursing textbooks are urgently needed. It is our intention to consistently contribute to this fund as we consider the program a long-term project of MSSNA.

In May, I was privileged to attend the NSNA convention in Chicago along with your treasurer and first vice president. We spent five days in a whirlwind of activity—exchanging ideas with students from all parts of the United States; attending study groups concerning various subjects relevant to our state

and national organizations; and listening to renowned speakers were only a few of the activities which we found beneficial.

As your president for the past year, I can truthfully say that it was a very pleasurable as well as an immensely profitable experience.

My best wishes to every member of MSSNA. May your goal continue to be progress.

—Janet Quinn
President

COMMITTEE REPORTS

(Continued from Page 111)

derive the benefits and prestige an active professional organization brings. It is we the members who voted to have six sections which require six adequate section budgets. It is we the members who voted a PC & PS program which requires additional professional staff and this too costs money. We the members have asked from time to time for an economic security program which would cost additional money.

These are just a few of the activities of our association and as our aims and scope widen we must be prepared to meet them. We, your Finance Committee, ask you to give these needs serious thought before our convention and come prepared to vote on it.

I want to thank the MSNA members for electing me treasurer for the past years. It has been an honor to serve you in this capacity, but it wouldn't have been possible without the cooperation of the members of the committee.

—Evelyn C. Andersen, Chairman

Mrs. Jayne Bock	Mrs. Lillian McKellar
Lois Duff	Patricia Walsh
Esther Kreider	Helen Ward

LEGISLATION

The Committee on Legislation has held five meetings this year. Pending legislation, both state and federal, has been carefully reviewed. Positive action was taken regarding Senate Bill #1122 (a bill to establish a research and training program for mental illness). The MSNA Board of Directors offered active opposition to the bill because of its ambiguity.

Acting upon the recommendation of the Special Conference on the Psychiatric Aide

Program and at the direction of the MSNA Board of Directors, the major activity of the year has been a careful analysis of the Nurse Practice Act and study of areas to be changed when legislation is introduced in the next session of the legislature.

The committee has also published a legislative bulletin and has completed plans for a Legislative Conference to be held for District Chairmen on Sept. 12, 1956.

Over and above the activities of the Legislative Committee itself, five members were appointed and have been functioning in a joint conference group to consider the licensure of the psychiatric attendant nurse. This joint conference group is chaired by the chairman of MSNA Committee on Legislation and has for its membership five representatives from the Michigan State Nurses Association Committee on Legislation, five representatives from the Michigan Practical Nurses Association, and five representatives from the Psychiatric Attendant Nurses Association of Michigan. This conference group has met five times and has worked together to write parts of the bill to provide licensure for the psychiatric attendant nurse. At the writing of this report, another meeting has been scheduled at which time each organization will present the changes and/or new areas, approved by respective Boards of Directors, which will comprise the bill to be presented at the next session of the legislature.

This year's activity has been hard work, but a most profitable experience for your committee. It indicates the need for continuing interest not only for the state committee, but also for the district committees. Whenever legislation is introduced, its chances at success are in direct proportion to an informed and active membership.

—Mary C. Heringhaus, Chairman

Mary Anderson	Florence Gould
Mrs. Helen Berry	Florence Kempf
Mrs. Bernice Bossemeyer	Mrs. Viola Lehtinen
Mrs. Dorothy Butterfield	Elizabeth Moran
L. Ann Conley	Ruth Smith
Alice Dorian	

MEMBERSHIP

The 1955-1956 Membership Committee is pleased to report the activities for the year.

As has been true in the past, our goal was to increase and stabilize membership. We did

not realize this goal to its fullest extent, however we had an increase in both active and associate membership.

The committee met three times during the year.

This committee accepted the recommendation from the past group to continue the "drop-out" survey and to have the final report ready for the conference, Sept. 12, 1956.

Communiques were sent to all directors of nursing of hospitals and public health agencies, asking for their assistance in promoting membership from their staffs. A communique was also sent to all district membership chairmen suggesting various activities to help stimulate membership.

We also worked with the Public Health Nurses Section in planning and sending out a promotional letter to the school nurses who are non-members.

Plans were made to continue with the district membership chairmen conference. It will be held Sept. 12, 1956 in East Lansing.

The committee had some additional promotional activities in the planning stage, but due to the rapid passing of time were unable to complete them. It is our hope that the next group will wish to carry them to completion.

—Mrs. Dalsa Salton, *Chairman*

Mrs. Evelyn Fosha	Mrs. Dorothy Roskamp
Mrs. Lois Gardepy	Ann Seeger
Mrs. Eleanor Griffiore	Mrs. Mary Sykes
Louvenia Mathis	Mrs. Rita Theodoroff
Irene Prisloe	

NOMINATIONS

The Nominations Committee met on Wednesday, June 6, 1956. There were five members present and two absent.

Lists of potential nominees had been submitted from 22 of the 46 districts. These were very helpful and it is hoped that next year all of the districts will accept this responsibility. They were carefully reviewed, consideration being given to occupational section distribution, and geographical location.

The following slate was prepared for the ballot:

First Vice President:

Sister Mary Audrey, Lansing (incumbent)
Sister M. Immaculata, Detroit

Second Vice President:

Helene Buker, Lansing (incumbent)
Mae Edna Doyle, Ann Arbor

Treasurer:

Mrs. Jayne Bock, Flint
Mrs. Henrietta Dudek, Grand Rapids

Director:

Edith Dempsey, Detroit
Marie Elsner, Newberry

Nominations Committee:

Mrs. Dorothy Butterfield, Detroit
Mrs. Ruth Claes, Bay City
Ella Leitzke, Saginaw (incumbent)
Bess MacCulloch, Port Huron
Mrs. Ethel MacLennan, Flint
Mrs. Jacquelyn Smith, Ann Arbor
Mrs. Kathleen VanderWeele, Petoskey
Robina Winning, Highland Park

—Lillian Upham, *Chairman*

Mrs. Grace Dawson	Mrs. Ann Mayotte
Ella Leitzke	Evelyn Newton
Mildred McFerren	Mary Wirostek

PROGRAM

This committee was appointed by the MSNA Board of Directors soon after the annual meeting in October 1955. Its chief function is to plan the annual convention program.

There have been four meetings held by the committee. Various suggestions for program content and for meeting arrangements were received. In order to plan a program which will be of interest to all nurses, a variety of topics were considered. Program participants were selected who would best present the topics.

In planning the total convention the committee arranged the meetings so that nurses who are able to come for one day only will be able to attend some interesting programs as well as business sessions. It is our sincere wish that the nurses will find the convention enjoyable and profitable.

—Amalia Krause, *Chairman*

Mrs. Esther Benjamin	Virginia Null
Mrs. Grace Dawson	Minnie Peters
Edith Dempsey	Rebecca Redmond
Mrs. Marie Falvey	Anna Smith
Bernice McGhee	Charlotte Stenger
Sister Mary Aniceta, R.S.M.	Mrs. Vivian Wojcik
Mrs. Barbara Pougnet	Mrs. Aline Young

PUBLIC RELATIONS

To date the Public Relations Committee has had three meetings in Lansing plus one conference at Michigan State University.

One of the first projects was the defining of objectives and forming the overall plan of the MSNA public relations program. The following objectives were decided upon by the committee:

1. To foster high standards of nursing practice.
2. To promote the welfare of nurses to the end that all people may have better nursing care.
3. To gain the understanding, interest, and support of the members of the profession and the public.
4. To work with the state sections and the district associations in meeting the public relations responsibilities of our members. The purpose of a public relations program is to effectively interpret the total program of the association to the professions and to the community in order to meet the needs of the community for nursing service. To accomplish the purpose and objectives, responsibility rests with each professional member of the organization to be a good, positive, public relations ambassador. One expert in public relations has defined PR as "Organized Friendliness, stressing the need to organize our friendliness in order to tell the public in simple, direct language what we do, why we do it, and why we need their interest and support."

The conference sponsored by the PR Committee was held Sept. 12, 1956 at Michigan State University. Attending were the chairmen of the Publicity and/or Public Relations Committees of the districts. The first hour of the conference was spent in a joint session with the Membership and the Legislative Committees and their respective district chairmen.

Members of the committee reviewed the public affairs pamphlet, "What Good Nursing Means to You." This booklet is a public relations tool for state and district associations to use as a guide in interpreting current nursing situations to the professions and to the public. The Public Affairs Committee, a non-profit educational organization, with the aid of the ANA Research Department has summarized and interpreted the present day nursing picture. This pamphlet was presented and discussed at the conference in order that more nurses be made aware of its contents and to consider how we, as professional nurses, might use the booklet in community interpretation.

The committee expresses appreciation to Florence Haldeman for the efficient, construc-

tive guidance that she gave the MSNA PR Committee while on the headquarters staff.

—Helen I. Brooks, Chairman

Mrs. Esther Bachman	Mrs. Lila Navin
Mrs. Christine Crenshaw	Mrs. Muriel Pearse
Mrs. Luella Delaney	Kathryn Robeson
Betty Evans	Mrs. Henrietta Trenery
Madeline Heffron	Mrs. Lottie Waterman
Mrs. Frances Hopkins	Doris Wieskamp

SECURITY AND RETIREMENT

Two committee meetings were held in 1955-1956. A thorough study was made of the service fund as it was started by the ANA several years ago and then returned to the state associations on a percentage basis. Michigan received a total of \$6,007.95. This money has been distributed according to the policies established and with the guidance of the committee and the MSNA Board of Directors.

As of Dec. 31, 1955, there was a balance of \$956.15 left in the ANA fund. MSNA wishes to perpetuate a service fund, and since 1953 has received \$1,962.72 from contributions from 27 of our 46 districts. Each district is encouraged to help support this project as any one of us might need help at some time.

To date, 38 nurses have received assistance since the fund was started. In the past year, assistance to one nurse was terminated by her death, the last check being returned by her husband with a nice letter of appreciation. A few new applicants for assistance have been received and two old recipients were recommended for continuance of assistance, one being increased in order to help defray the increasing cost of medicine.

The \$20.00 per month usually given is not much, however it helps to provide some special comforts.

The policies regarding acceptance of applicants were reviewed and several recommendations for changes were made.

It was decided that the Security and Retirement portfolios will be continued and revised. Several suggestions were made for promotion of all of the insurance programs available to MSNA members.

—Mrs. Dorothea Garnett, Chairman

Evelyn Andersen	Mrs. Gretta Gillow
Marian DeWitt	Mrs. Dorothea Griffiths
Loretta Gibbons	Harriett Tuller

SPECIAL COMMITTEE: TO STUDY FUNCTIONS, STANDARDS AND QUALIFICATIONS OF PSYCHIATRIC NURSING PERSONNEL

In the summer of 1955, the professional nurse members of the Michigan League for Nursing Psychiatric and Practical Nurse Education Committee were asked to continue to serve as a special committee of the MSNA to work on functions, standards and qualifications for psychiatric nursing personnel, with Inez Smith serving as chairman.

This special committee also included members from the FS & Q Committees of the EACT, INSA, and GDN Sections. The psychiatric aides and practical nurses who had functioned on the MLN committee were appointed as consultants.

This special committee met once monthly from July, 1955 until May, 1956, at which time it concluded its work.

Members of the committee approached this study by gathering from the psychiatric hospitals a 24-hour report of what the beginning psychiatric aide, the experienced aide, the aide supervisor, and the staff nurse actually do. In an effort to ascertain attitudes and understandings, many of these people were asked why they were doing these functions and the purposes.

The committee also reviewed the Michigan Civil Service Commission job description for:

Attendant Nurse B, Attendant Nurse A, Attendant Nurse A1, Attendant Nurse Supervisor I, Attendant Nurse Supervisor IA, Attendant Nurse Supervisor II.

The committee's next step was to define the positions and to list the qualifications of first level aide, second level aide, practical nurse and staff nurse. A worksheet listing general nursing functions and psychiatric nursing functions was set up. In preparing this worksheet, the Statement of Functions of the Non-Professional Worker in Psychiatric Nursing, as approved by the ANA was used. In selecting the general nursing functions, those listed in the Practical Nurse Curriculum were reviewed and evaluated. When this worksheet was completed, suggested standards for psychiatric nursing personnel were formulated.

The work done by this special committee was reviewed by the MSNA Board of Directors at its June meeting and was approved. The material was then made ready for distribution in the state.

The committee proposed that efforts toward achieving these statements on functions, standards and qualifications be considered for a specified period of time and be reviewed again at a later date. Since the purpose of the committee's work has been accomplished, it is now dissolved.

—Loretta S. Bermosk, Acting Chairman

Mrs. Beatrice Bjorkland
Robert Burton
Mae Edna Doyle
Mildred Gottdank
Mary Hubbard

Mrs. Lucy Jaycox
Inez Smith
Alphonse Sootkoos
Eleanor Tourtillott
Mrs. Rona Whalen

COORDINATING COUNCIL COMMITTEES: MICHIGAN COMMITTEE ON NURSING IN NATIONAL DEFENSE

The committee which was expanded to include nursing representation from the Armed Forces, State Medical Society, State Department of Health, State Hospital Society, and the State Dental Society met once this year. However, a number of sub-committees met many times and worked diligently throughout the year to accomplish what is to follow in this report.

That the committee achieved its major objective in 1955 of creating a desire on the part of nurses to prepare for their responsibilities in the event of a disaster, was evidenced by the fact that following the state MSNA and MLN convention last year, the Michigan Office of Civil Defense was bombarded for training manuals and speakers.

Since FCDA has not developed a training manual for nurses and the demand from Michigan nurses was so great for a training manual to be used immediately, the acting director of the Michigan Office of Civil Defense requested a meeting with the committee to present the problem and seek assistance.

Time did not permit the preparation of a training manual to meet the immediate need; therefore, a Suggested Course Content for Disaster Nursing Outline was prepared by a sub-committee.

The districts and local leagues were invited by the Michigan State Nurses Association, Michigan League for Nursing, and Michigan Office of Civil Defense to appoint a specified number of representatives who were willing to initiate training programs on a local level to attend a conference on Disaster Nursing in Battle Creek, Staff College, FCDA, June 21-22, 1956. Seventy-two nurses from 27 districts and two undistricted areas registered. Background information on natural and war-caused disaster was given by leaders active in the Grand Rapids tornado, speakers from Michigan Office of Civil Defense, FCDA, U. S. Navy, and American Red Cross. The previously mentioned outline and reference material was distributed and training programs were discussed.

Two members of the committee and eight other Michigan nurses attended the first FCDA Staff College Course for Nurses, Battle Creek, Nov. 16-19, 1955.

The MSNA Public Relations Consultant and your chairman were delegates to and participated in the program of the first ANA Workshop on Disaster Nursing in Washington, D.C., Feb. 20-24, 1956.

Your chairman and one or more members of the committee represented nursing at the following meetings: American Medical Association Civil Defense Conference, Chicago, Nov. 12-13; Michigan Medical Society—Symposium on Medical Aspects of Civil Defense, Detroit, Nov. 16; Hospital Disaster Institute, Windsor, Ontario, Apr. 5-6; Michigan Department of Health, Public Health Aspects of Civil Defense, Lansing, July 10-12.

Your chairman represented nursing this past year at two meetings of the Michigan State Medical Society Committee on National Defense.

Jean Jeffries represented nursing on a program of the American Medical Association Civil Defense Conference, June 9, 1956, Chicago. An article written by her was published in the March 1956, *American Journal of Nursing*.

Michigan nurses were invited to the Detroit Civil Defense training courses through the MICHIGAN NURSE.

At the request of the committee, MSNA and MLN, through their Legislative Com-

mittees, continued their efforts to assist Dr. Heustis to obtain an appropriation for civil defense personnel by personal contacts and letters to the legislators.

A sub-committee on Civil Defense in Basic Program of Schools of Nursing was appointed by MLN to study what schools of nursing are offering in Civil Defense and to prepare a suggested outline.

A sub-committee continued its work in reviewing and revising the Standing Orders for Mass Casualty Care. It is hoped that approval of these orders will be forthcoming this year from the state health commissioner.

Our warmest thanks to all committee and sub-committee members and to the executive secretary for the devotion, time, and effort which they so generously gave.

Again, we are indebted to the Michigan Office of Civil Defense and FCDA for full cooperation, assistance, and support.

—Isabelle Ryer, Chairman

POLICY MAKING COMMITTEE ON PSYCHIATRIC NURSING

This committee which is composed of representatives from more than a dozen agencies that have a special interest in the care of the mentally ill has met two times during the year, and has the following functions: to study how nurses can improve the nursing care of the mentally ill in Michigan; to plan a program of action in consideration of the needs and resources of the state; to refer projects growing out of this state-wide planning to the proper groups for action; and to review reports of their progress, in order to promote a comprehensive program.

Among the matters discussed have been:

Psychiatric Attendant Nurse Association of Michigan

The committee noted with interest the remarkable growth in membership; and the study which the members are giving to ways in which aides can improve their care of patients, through support and stimulation of in-service training programs, development of standards for licenses, etc. This group has regular representation on the Policy Making Committee.

In-Service Education Program for Psychiatric Aides

A committee of MLN, chaired by Mildred Gottdank, has developed an in-service educational program which has been accepted by the Board of Directors of MLN, and submitted by this board to the members and staff of the Mental Health Commission. This has been distributed to the nurse directors of state hospitals by Luther Christman, nurse consultant in the Department of Mental Health, and is being studied by nursing service directors for development within these hospitals.

Functions, Standards and Qualifications

A committee from MSNA, chaired earlier by Inez Smith and later by Loretta Bermosk, has worked long and diligently preparing this detailed statement. It is being distributed throughout the state and should prove to be most helpful to directors of psychiatric nursing services. Since the committee has fulfilled the objectives, it is being dissolved.

Pre-Service Psychiatric Aide Training Program

Doris Haid, director of this project, reported on the first class of students who will complete their eight-month program this summer. A second class will be admitted in mid-September. Changes in the curriculum are being made to meet the arising needs and work is now underway to establish evaluation procedures. Progress seems satisfactory.

MLN Inter-Divisional Council on Psychiatric Nursing

Edith Morgan as former chairman, and Loretta Bermosk as present chairman, reported the activities of this group. This group has furnished a most interesting program on psychiatric nursing each year at the time of the annual meeting of the Michigan Society for Mental Health, in cooperation with that association.

MSNA Legislative Committee

Mary Heringhaus, chairman, reported on progress in the rewriting of the Nurse Practice Act, and the inclusion within this act of provision for licensure of psychiatric aides. The committee is working through the summer and will have a report ready for consideration of the MSNA membership by fall.

Michigan Department of Mental Health

Luther Christman, nurse consultant, discussed the program which is being developed within the department for the improvement of the nursing care of patients. It consists primarily of the development of in-service educational programs for psychiatric aides, in-service and advanced educational opportunities for professional nurses employed in the state hospitals, improvement of student nurse affiliation programs and the extension of such affiliation opportunities to students in approved schools of practical nursing.

Stimulating discussions with presentation of varied points of view have occurred at each meeting, which has helped to coordinate the specialized efforts and interests of the various committees. Many hours of work have been spent by many committee members to make progress toward the achievement of our goals.

Operating under the aegis of the staffs of MLN and MSNA in alternate years, the Policy Making Committee is greatly indebted to the staff of the MSNA under whose auspices it has functioned this past year.

—Katharine Faville, Chairman

OTHER COMMITTEE REPORTS

See the October and November issues for further committee reports.

Dates Ahead

- Sept. 26-28: Michigan State Medical Society Convention, Detroit
- Oct. 11-13: Mississippi Valley Tuberculosis Conference, Detroit
- Oct. 12: West Michigan Mental Health Conference, Grand Rapids
- Oct. 17-19: Michigan State Nurses Association Convention, Lansing
- Oct. 25-26: Northern Regional Public Health Conference, Higgins Lake
- Oct. 29-Nov. 9: Workshop for Teachers of Surgical Technical Aides, University of Michigan, Ann Arbor
- Nov. 12-16: American Public Health Association Convention, Atlantic City, N.J.
- Dec. 5-7: Public Health Supervising Nurses Workshop, Kellogg Center, East Lansing
- May 27-June 1, 1957: International Council of Nurses Congress, Rome, Italy. (Nurses interested should contact MSNA office or ANA directly.)

MICHIGAN STATE NURSES ASSOCIATION PROFESSIONAL COUNSELING AND PLACEMENT SERVICE

Positions Available in Michigan

Nursing Education

Instructors: 1) Nursing Arts and Clinical (diploma program), starting salary \$5,096.00 yearly. 2) Assistant in Nursing Arts (diploma program, 145 students), salary range \$311.00 to \$337.00 per month. 3) Clinical in Medicine (diploma program, 120 students), starting salary \$4,000.00 to \$4,440.00. 4) Clinical in Surgical Nursing (diploma program, 120 students), starting salary \$4,000.00 to \$4,440.00. 5) Assistant Nursing Arts (diploma program—120 students), starting salary \$4,200.00. 6) Medicine-surgery, psychiatry (general and children), operating room, university school of nursing, good employment policies, salaries open. 7) Clinical in Pediatrics and Obstetrics, starting salary \$400.00 per month; Assistant Surgical Nursing, starting salary \$350.00 per month (diploma school, 140 students).

Nursing Service Administration

Directors, Associate and Assistants: 1) Director, 50-bed hospital in community of 9,000 in northern Michigan, starting salary \$5,000.00. 2) Assistant Director, 1000 bed general hospital, salary open. 3) Assistant Director, 270 bed general hospital, starting salary \$475.00 to \$500.00.

Supervisors: 1) General Supervisor—650 bed general hospital, salary range \$358.00 to \$402.00.

Head Nurses: 1) General hospital of 600-bed capacity, salary range \$345.00 to \$389.00.

General Duty Nursing

1) Children's Psychiatric, starting salary \$3,946.00 annually. 2) Operating Room in 150 bed general hospital, salary range \$290.00 to \$310.00, plus "on-call" allowance.

Public Health Nursing

1) Staff nurse in County Health Department, generalized program including school nursing, salary range \$4,186.00 to \$4,602.00. 2) Executive Director of VNA in a community of 50,000, salary open. 3) Staff Nurses in County Health Department generalized program, salary range \$3,120.00 to \$4,200.00.

Other:

1) Nurse to be in charge of college infirmary, enrollment about 600, community of 10,000.

WORKSHOP FOR OPERATING ROOM NURSES— TEACHER TRAINING FOR SURGICAL TECHNICAL AIDS

The University of Michigan will hold a workshop to teach nurses to train surgical technical aides, Oct. 29—Nov. 9, 1956. This workshop will be given under the direction of Frances Ginsberg, R.N., Bingham Associates, Boston, Mass.

Eligible to attend are: operating room staff nurses, head nurses, clinical instructors, and supervisors. Registration will be limited to 60 nurses.

This is being sponsored by the University of Michigan School of Nursing, the University Hospital, the Michigan Hospital Association, and the University of Michigan Extension Service. The fee will be approximately \$35.00.

For further information, write to: Extension Service, Univ. of Mich., Ann Arbor.

NEW FEDERAL SCHOLARSHIPS AVAILABLE FOR NURSES

During the last session of Congress, several bills were discussed which would provide financial assistance to professional nurses who wished to secure advanced preparation. Before adjournment in July 1956, the Health Amendments Act was passed by Congress and later

signed by the president. Congress appropriated money to implement this act as follows:

Title I. One million dollars for training of public health personnel. The purpose of this grant is to bring new and more personnel into the public health field. It includes

funds to allow young nurses with little or no experience in public health nursing to complete a year's major program in public health nursing. Applicants must be registered nurses, citizens of the United States (or have filed a declaration of intent) and graduates of approved schools of nursing who are currently licensed as registered nurses.

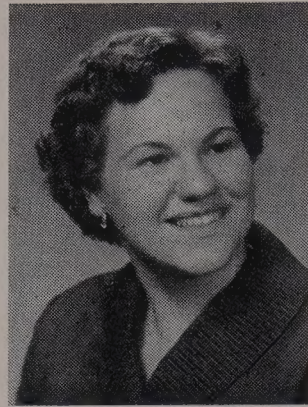
Preference is given to nurses under 35, with no more than two years of experience in public health work, who have had less than one year of graduate or specialized public health training, and who intend to enter the public health field to work on a full time basis. These stipends pay full tuition and fees, and give \$200.00 a month maintenance allowance.

Title II. Two million dollars is authorized for preparation of nurses for administrative, supervisory or teaching positions in *all fields of nursing*. Students in these programs may enter at the beginning or at any stage in the program which they have achieved. Nurses now enrolled on a part time basis who can convert to full time study will be given a high priority, with preference to those who can complete their program in one year. Candidates must be citizens of the United States or have filed a declaration of intent. This stipend covers full tuition and fees and allows a monthly maintenance of \$250.00 per month for post-bachelors, and \$200.00 for pre-bachelors' work. An allowance of \$300.00 a year is also included for each legal dependent.

Wayne State University College of Nursing (Detroit), University of Michigan School of Public Health (Ann Arbor), and Mercy College (Detroit) have all received grants. It is anticipated that as other universities in the state develop programs for graduate nurses grants may be available.

Nurses are urged to file their applications at once in the school of their choice. For those to whom this information arrives too late for fall semester admission, stipends will be held to permit admission in the second semester. For this reason, nurses should file their applications immediately.

MSNA OFFICE APPOINTMENT



The Board of Directors wishes to announce the appointment of Eleanor M. Tromp of Grand Rapids as assistant executive director in the Michigan State Nurses Association office in Lansing.

Miss Tromp is a graduate of Mercy Central School of Nursing in Grand Rapids. She received her Baccalaureate Degree in Nursing Education at Teachers College, Columbia University, New York City. She has had some advanced study toward the Master's Degree in Public Health Nursing.

She has had experience in general duty and private duty nursing in New York and in Michigan. Her public health nursing experience has been with the New York City Visiting Nurse Service and the Grand Rapids Health Department.

ANNUAL REPORT ISSUE: BRING THIS ISSUE AND YOUR MSNA MEMBERSHIP CARD TO THE STATE CONVENTION IN LANSING, OCT. 17-19, 1956.

Remeber to Vote !!

**It Is Your Right And Your Duty
Read The Biographies And Vote For Those
You Think Are Best Qualified !!**

Be Sure To Vote !!

District News

Due to the length of annual reports and convention program announcements, it was necessary to omit district news in this issue. This column will appear in the October issue.

Wanted

REGISTERED PSYCHIATRIC NURSES—Salary range \$363—\$403 monthly. Positions open in Psychiatric Division. Annual increases, liberal sick leave and vacation. Contact: Director of Nursing and Service, Wayne County General Hospital and Infirmary, Eloise, Michigan. Logan 1-1700, Ext. 242.

REGISTERED NURSES—650 bed teaching hospital expanding to 850. We need **INSTRUCTORS** \$425—\$485; **SUPERVISORS** \$388—\$445; **ASSISTANT SUPERVISORS** \$361—\$414; **INSTRUMENT NURSE** \$329—\$379 and **GENERAL DUTY NURSES** \$329—\$379. Openings available in Medicine, Surgery, Emergency, Communicable Diseases, Psychiatry. 40-hour week; 5% differential for afternoon and night shift; liberal personnel policies. Write to: Personnel Director, Hurley Hospital, Flint, Michigan.

CHILDREN'S PSYCHIATRIC HOSPITAL—Opened in August; needs nurses. 24-bed ward and 5 open cottages. Short-term treatment, research and training programs. Creative opportunities; excellent staff; congenial and informal atmosphere. Good salaries and personnel policies; Michigan Civil Service benefits. Write to: Department of Nursing, Hawthorn Center, Northville, Michigan.

OPENINGS FOR STAFF NURSES on all services. Part time available for college students. Openings for a head nurse in birthrooms, and for assistant head nurses in birthrooms, postpartum, and medical-surgical floors. Differential pay for afternoon and night duty. For further information apply to: Director of Nursing, Woman's Hospital, 432 E. Hancock, Detroit 1, Michigan.

GENERAL DUTY NURSES—For 165 bed general hospital, Southern Michigan community of about 60,000. Starting salary \$310.00 per month for a 5½ day week; \$252.00 per month for a 5 day week; bonus for evening and night work; free laundering of uniforms; five regular increases during first five years; two longevity increases thereafter; two weeks vacation and six holidays; accumulative sick leave; social security. Contact: Director of Nursing, W. A. Foote Memorial Hospital, Jackson, Michigan.

LABOR AND DELIVERY ROOM NURSES—wanted for all shifts. Averaging 110 deliveries per month. Attractive salary determined by qualifications and experience of applicant. Write to: Director of Nursing, Midland Hospital, Midland, Michigan.

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Helen Brooks, R.N.—Owner

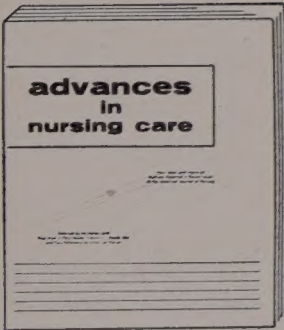
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in

ADULT, ADOLESCENT AND CHILD PSYCHIATRY

Please write to Director of Nursing, University Hospital, Ann Arbor, Michigan for further information.

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Write to: Director of Nursing

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